

PROPOSITION 100

THE CITIZENS' COMMISSION ON PUBLIC SERVICE AND COMPENSATION

FINAL REPORT AND RECOMMENDATION

FEBRUARY 2007

RECOMMENDATION

The Citizens' Commission on Public Service and Compensation recommends that the City of Tucson's Charter be amended by adjusting the present salaries for the Mayor and Council Members as follows:

- Increase the Mayor's salary from the current \$3,500 per month to \$4,000 per month.
- Increase the Council Member's salary from the current \$2,000 per month to \$3,000 per month.

CONSIDERATIONS AND RATIONALE

The Citizens' Commission on Public Service and Compensation is recommending these salary increases be approved based on the following premises:

- A higher Mayor and Council Member's salary will attract a more diverse and representative pool of candidates to seek these elected offices.
- The salary adjustments address the inflationary increases since the last salary increase in 1999.
- To align the salary of Elected Officials to an average salary of a citizen of the City of Tucson.
- The duties of the Mayor and Council Members necessitate the individual to work in excess of 40 hours per week.

The Commission believes these new salaries will increase the diversity of Tucsonans who wish to seek these elected offices. The Commission observed that the low level of salary paid to Council Members might exclude the average person from becoming a candidate. The Commission felt that as a democracy we should be a cross section of the population. There should be equal opportunity for any eligible citizen to run for an elected office, and not just those who are affluent, retired or have other income sources.

The average salary of a Tucsonan working full-time has increased to over \$36,000 in the last eight years (data provided by University of Arizona, Eller College of Management). In addition, since 1999 the City of Tucson has increased in population by approximately 13% and by 17% in land area (population and land area data provided by City of Tucson, Department of Urban Planning and Design). During this same period, the cumulative inflation rate has increased by 21%. However, during this period of time there has been no increase in Mayor's or City Council Members' salaries.

BACKGROUND

In the 1993 election, the City of Tucson's Charter was amended to require establishing a seven-member volunteer Citizens' Commission on Public Service and Compensation, which is to meet every two years so that it can "...conduct a review of the salaries of elected city officials. Such review shall be made for the purpose of determining and recommending the appropriate salaries..." The Commission members are drawn from the community at large after public advertisements, are appointed by the City Manager, and must be representative of the diversity in Tucson.

This volunteer Commission was sworn into office on January 16, 2007. It is comprised of eligible citizens from different cultural backgrounds and professional areas. The Commission met on a weekly basis for a total of six (6) times. Members participated by attending the meetings, and by researching information requested of and provided by City staff members.

INFORMATION REVIEWED

- A. City of Tucson Mayor and Council History of Propositions related to compensating the Mayor and Council dating back to June 1948.
- B. Legislative changes to Arizona Revised Statutes 11-419 related to compensating the Pima County Board of Supervisors.
- C. The Charter for the City of Tucson, Arizona, and specifically the chapters relating to the powers of the Mayor and Council and relating to compensating elected city officers and regarding the commission on recommending salaries for elected officers.
- D. Minutes and notes from previous Citizens' Commission on Public Service and Compensation.
- E. Total compensation information on the Mayor and Council, including the value of benefits package and vehicle allowance.
- F. Salary survey information on similarly sized cities in Arizona, and specifically requested information on comparably sized cities with similar types of government within the Western United States.
- G. Budget information from various municipalities.
- H. Tucson community profile and consumer price index information.

Respectfully Submitted,

George A. Stokes, Chair

Jose A. Ramirez, Vice-Chair

Roy A. Garcia, Sr.

Nancy Reid

Richard Jagodowski

Edwin Skidmore

Maria Luisa Magaña